

STATE IRONWORKING APPRENTICESHIP ADVISORY COMMITTEE

APPROVED MEETING MINUTES

Friday, October 26, 2012

Madison Labor Temple
1602 South Park St
Madison, Wisconsin 53715

MEMBERS PRESENT

Brad Cyganek	IW # 8 Milwaukee	Milwaukee
Glenn Flaherty	IW # 8 Milwaukee	Milwaukee
Ben Hager	J.H. Findorff	Madison
John Riley	K F Sullivan Co	Madison
Andrew Shultis	IW # 383 Madison	Madison

MEMBERS ABSENT

Tim DeMinter	IW # 383 Madison	Madison
Chad Hooyman	SPE Inc	Little Chute
Colin Teska	IW # 8 Milwaukee	Milwaukee
John Trottier	Azco	Menasha

CONSULTANTS AND GUESTS

Jim Cook	MATC	Madison
Richard Hanson	IW #8 Milwaukee	Milwaukee
Becky Haug	DWD-DET-Bur App Standards	Madison
Karen Morgan	DWD-DET-Bur App Standards	Madison
Debbie Schanke	DWD-DET-Bur App Standards	Madison
Jim Schnaedter	MSTC	WI Rapids
Owen Smith	DWD-DET-Bur App Standards	Madison
Pete Stern	IW #383 Madison	Madison

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1. The meeting was called to order at 10:05 a.m. in accordance with the Wisconsin Open Meeting Law.
 2. A sign-in sheet was distributed.
 3. The minutes of November 4, 2011 and April 27, 2012 meetings were approved without changes.

4. Old Business

a. Review and Approval of draft State Apprenticeship Standards (Karen Morgan)

- Karen Morgan reviewed the changes to the draft Standards, stating that most were changes in formatting and language which did not result in noticeable operational changes. The changes were agreed upon informally at the last meeting, but were not approved because the members present did not have a quorum.
 - **Members voted on and approved the revised Standards.**
- Karen suggested that, because Milwaukee has adopted the four-year apprenticeship program, the committee end the three-year program.
 - Members agreed.

b. SAGE Grant Update (Becky Haug, Owen Smith)

- Personnel Change: Becky Haug, who replaced Owen Smith as the SAGE Outreach Coordinator, introduced herself. Owen accepted a permanent staff position with BAS as an analyst, and will work with state committees in the future. Becky will close out the grant, including finalizing remaining purchases, zeroing the budget, visually inspecting purchases, and creating the grant's close-out report. Contact Becky @ Becky.Haug@dwd.wisconsin.gov or 608-266-5373.
- Iron Worker Purchases:
 - Pete Stern reported that he has received the wind tower safety mock-up, hydraulic lift and safety supplies. Together, they provide mobile training in wind tower safety and rescue to apprentices and journey workers across the state, a huge benefit to the program. Pete has more items to purchase, including hydraulic bolting equipment, and he will do so in advance of the purchasing contract expiring on November 30, 2012.
 - Rich Hanson reported that he received the virtual welder he requested via SAGE.
 - Both Rich and Pete are researching alternate providers for Competent Climber and Rescuer training, which they requested for several instructors. Their preferred vendor, Capitol Safety of Red Wing, MN, has been unresponsive.
- Extension: The U.S. Department of Labor approved a no-cost extension to the SAGE grant from December 31, 2012 to June 30, 2013. No additional funds will be given to the grant. The extension allows BAS time to expend all grant funds, and obtain additional participants by recruiting new apprentices into "greened" trades and training more journey workers through upgrade sessions.
- Update on Journey Worker Upgrade Sessions: Although SAGE focuses primarily on upgrading apprenticeship programs, the grant has specific training goals for journey workers, too. Therefore, as a condition of receiving training items (curriculum, equipment, supplies) funded by SAGE, subgrantees are expected by BAS to make at least some of the training items available to journey workers via upgrade sessions. In addition, BAS does not have access to journey worker demographic information which is required by the U.S. Dept. of Labor to report participants. Therefore, each journey worker who completes an upgrade session that uses SAGE training items must complete the SAGE Individual Information form. The training coordinator must then provide all the forms to Bill Goff at BAS (William.goff@dwd.wisconsin.gov; 608-266-5315). Once Bill receives the form for a

journey worker, he reports the journey worker towards SAGE goals and notifies him or her via official letter that he or she might be eligible for supportive services via SAGE.

- Supportive Services consist of two broad categories of authorized expenses: training items; such as, tuition, books and tools; and wrap-around services, such as child car and auto repair. SAGE has reached its spending cap for wrap-around services. Consequently, no money is currently available for such expenses. However, BAS has requested that US Dept. of Labor remove the cap.

5. New Business

a. Reply from U.S. Dept of Labor (Owen Smith)

- The US Dept of Labor approved all changes in the WI Apprenticeship Manual, but disagreed with an old rule passed in the 1980s that permitted family-owned construction businesses to place sons and daughters and “*any person necessary to an approved affirmative action plan*” directly into the apprenticeship program once he or she met the qualifications. The clause violates federal regulations on affirmative action which prohibit hiring on the basis of ethnicity and/or gender alone. BAS had never used the clause during selection procedures, and agreed to remove it when the rules are next updated.

b. Standards for Local 512 – Twin City Iron Workers (Karen Morgan)

- Local 512, which is located in Minnesota and covers northern WI, submitted a set of standards to be approved by the State of Wisconsin, likely in preparation for working in the state.
- When the WI prevailing wage law was written in the early 1900s, it permitted out-of-state apprentices as long as they registered federally or another registration agency. The last law change was made by the U.S. Dept of Labor, a provision was included that allows apprentices from other states to work in Wisconsin provided they are registered with a sponsor and follow Wisconsin ratio and prevailing wage.
- Local 512 has taken another step and asked BAS to approve their standards, which means that they could then get signatory employers from northern WI and use WI residents. Karen has not approved the standards because they follow the Minnesota and federal format more than the Wisconsin format. Also, although 512 meets federal guidelines, Wisconsin apprentice has the extra requirement that any other registered program meets the minimums set forth by the WI program’s standards.
- Karen then informed the committee that, as long as Local 512 meets all requirements, she will approve them, even though they are not exactly like the WI Ironworkers. In addition, if 512 hires Wisconsin residents and work for a non-temporary amount of time, she will invite them to send labor and employer reps to the state committee.

c. Toolbox Talks (Karen Morgan)

- Karen revisited Toolbox Talks, a series of informational sheets on workforce topics, designed to help employers help apprentices learn their trade and workplace culture. Although committees are responsible for affirmative action efforts, hiring a diverse workforce is ultimately the responsibility of an employer. Therefore, in response to the LAB audit, the Bureau surveyed employers to learn what BAS could do to help

- employers in their AA/EEO efforts. Employers suggested developing informational sheets on the topic addressed by Toolbox Talks to be used as part of regular business.
- Toolbox Talks are intended to augment materials the employers might use already by offering unique topics, discussion guides and a place for the employer's logo.
 - Members reported that they had not shared the documents with their employers, but will do so.
 - Download Toolbox Talk sheets @ <http://dwd.wisconsin.gov/apprenticeship/forms.htm>.

6. WTCS Update

a. Overall: No update from WTCS.

b. Improving the Effectiveness of Transition-to-Trainer (discussion)

- Rich Hanson expressed concern that Transition-to-Trainer is not as effective as it could be. He stated the topics are covered by other training; the apprentices are not interested; and not all instructors are effective.
- Karen Morgan stated that the course would not go away, but that BAS would take the comments back to the Advisory Council for potential quality assurances such as content reviews and stronger requirements for instructors. She explained that the course was not designed to make apprentices formal trainers, but to expose apprentices to the different learning styles and teaching techniques so that they can model new methods. In addition, Karen shared that the course is today part of related instruction, and offered during the final year with a familiar instructor, because other trades had encountered this very issue. She concluded by stating that the course is one of the significant tools used by BAS and WTCS to gradually shape workforce culture into one of more acceptance and diversity, which is absolutely needed; therefore, the course will stay, but its can be reviewed and modified to make it more effective.

7. Review Ironworker Apprentice Program Participants (Owen Smith)

- There are currently 123 apprentices and 40 employers. This is a noticeable increase from both fall 2011 (102 apprentices) and spring 2012 (99 apprentices).

8. The next State Ironworker Apprenticeship Advisory meeting is scheduled for Friday, April 19, 2013 at 10:00 am. Local #383 will host the meeting in Madison at the Labor Temple.

9. The meeting was adjourned at 11:30 AM

Submitted by Owen Smith, BAS.